

2022 ANNUAL REPORT

U.S. HOUSE OFFICE OF
DIVERSITY AND INCLUSION



U.S. HOUSE OFFICE OF
**DIVERSITY &
INCLUSION**



**PUTTING THE
PEOPLE IN
THE PEOPLE'S
HOUSE**



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EXECUTIVE SUMMARY

Each Congress since the 112th has broken the previous session's record for the most diverse membership composition in congressional history, and the 118th Congress is predicted to once again become the most diverse cohort in the history of the U.S. House of Representatives (USHR or House).

Pursuant to House Resolution 6, the Office of Diversity and Inclusion (ODI) supports employing offices at the U.S. House of Representatives in creating and cultivating an increasingly diverse and inclusive congressional workforce that reflects the American people.

In accordance with the Resolution, ODI is responsible for submitting a year-end report to document its accomplishments throughout each congressional session. This report includes a summary of annual activities across each of the office's primary service offerings, to include but not limited to Candidate Services, Research and Data Analytics, Training, and Programming.

The Candidate Services Team assisted over 1,020 candidates and conducted consultations to help prepare more than 180 candidates for interviews with House Offices. ODI has also responded to over 500 resume requests from House Offices. After receiving candidate services from the team, more than 150 candidates successfully landed career opportunities in Congress.

The Research and Data Analytics Team managed a set of enterprise-wide studies, to include the House Witness Diversity Study, House Compensation and Diversity Study, and House Diversity, Equity, Inclusion, and Accessibility (DEIA) Barrier Analysis Study. This year, ODI issued its first annual report on witness diversity, which captured data collected in 2021 on witness demography, in-person and virtual testimony, testimony location, and testimony expenses. The report found that approximately 41% of respondents identified as people of color, 48% as women, 10% as individuals with disabilities, and 60% as younger than 55 years of age.





The office also provided oversight of the compensation and diversity analysis, which is performed in odd-numbered years. This year-end report contains trend-level results for 2019 and 2021, which found that compared to 2019, the overall diversity of the House workforce observably increased in 2021, particularly as it relates to race, ethnicity, age, and disability status. However, people of color remained underrepresented in senior-level positions. Additionally, the office offered oversight of the examination of workplace barriers, which explored perceptions of the state of DEIA across the workforce. In 2022, the analysis found that DEIA practices differ among House Offices and employees expressed a need for expanded DEIA resources.

The Training Team conducted 10 professional development sessions with House Offices on DEIA-related topics. Based on post-session evaluations, approximately 94% of participants rated the sessions as “Excellent” or “Good”, and the same percentage indicated that they would be “Most

Likely” or “Likely” to recommend the session to others. The Programming Team hosted 30 events, with approximately 3,720 participants registered for attendance. Also, ODI participated in 41 DEIA-related events hosted by external organizations and collaborated with 80 colleges and universities on DEIA-related efforts, which reached over 2,038 attendees.

During the 117th Congress, I was appointed as Director by the Speaker of the House. Moreover, the office promoted 3 team members to senior staff positions, while welcoming 3 junior team members and 2 paid interns. In addition to onboarding 6 new positions and establishing physical footprints in the Longworth and O’Neill House Office Buildings, the Operations and Communications Management Teams managed the office’s website, weekly newsletter, and several social media platforms, to include Facebook, Instagram, and Twitter, as well as LinkedIn for both USHR and ODI, which translated into reach across over 142,635 followers and 560,000 impressions.

Over the past year, in support of its mission, ODI has made great strides to drive its vision of serving as an essential resource in the advancement of DEIA by delivering optimal services across the House community. In that spirit, ODI is properly positioned to continue to accomplish its mission and vision by helping to put the people in the people’s house as the office prepares for the 118th Congress.

SESHA JOI MOON, PHD
DIRECTOR, OFFICE OF DIVERSITY AND INCLUSION
U.S. HOUSE OF REPRESENTATIVES

INTRODUCTION

BACKGROUND

The Office of Diversity and Inclusion (ODI) was established pursuant to House Resolution 6 of the 116th Congress. The mission of the office is to help create and cultivate a diverse and inclusive congressional workforce within the U.S. House of Representatives (USHR or House) that is reflective of the American people.¹ The office endeavors to serve as an essential resource in the advancement of diversity, equity, inclusion, and accessibility (DEIA) by delivering optimal services to the House community.

The mission and vision of the office is accomplished through the following primary service offerings:

- **Candidate Services:** ODI helps to connect candidates to careers in Congress, to include but not limited to conducting mock interviews, resume reviews, and LinkedIn profile reviews for jobseekers interested in opportunities to join the House workforce.
- **Research and Data Analytics:** ODI conducts studies to examine and educate on the state of representation across the House workforce, to include but not limited to oversight of the House Witness Diversity Study, House Compensation and Diversity Study, and House DEIA Barrier Analysis Study.
- **Training:** ODI delivers learning opportunities to educate the House workforce on DEIA-related topics, to include but not limited to facilitation of sessions on Diversity, Equity, Inclusion, and Belonging (DEIB) in the Workplace, Bringing Yourself to Work, and Implicit Bias in the Workplace.
- **Programming:** ODI hosts recurring events for the House community, to include but not limited to collaborations with other House Offices to highlight employee resources and special observances to highlight heritage months.

The office maintains the following set of core values, which serve as guiding principles in the delivery of its service offerings:

- **Commitment:** ODI has an unwavering commitment to stay true to its mission and vision.
- **Belonging:** ODI champions the importance of DEIA to foster a sense of belonging.
- **Service:** ODI serves the House community with excellence to ensure that it represents the diversity of the nation.
- **Collaboration:** ODI collaborates with all to be a trusted resource within the House community and beyond.
- **Integrity:** ODI is dedicated to modeling its core values in all its actions with integrity.

In accordance with House Resolution 6, ODI is responsible for developing an annual report highlighting key activities across each of its service offerings at the end of each congressional session. The office is directed to submit this annual report to a defined set of House Offices, to include the Speaker of the House, Majority Leader, Minority Leader, Committee on House Administration, and House Appropriations Committee.

¹ U.S. Congress. "Adopting the Rules of the House of Representatives for the One Hundred Sixteenth Congress and for Other Purposes." 116th Congress. House Resolution 6. January 9, 2019. <https://www.congress.gov/bills/116th-congress/house-resolution/6>.

ORGANIZATIONAL STRUCTURE

ODI's authorized bench strength consists of 11 full-time employees, to include its Director, Deputy Director, a pair of Senior Professional Staff Members, a pair of Junior Professional Staff Members, Senior Research and Data Analyst, Junior Research and Data Analyst, Communications Manager, Operations Manager, and Financial Administrator. The office also maintains a pair of ongoing paid internships, which serve as Diversity and Inclusion Fellows as part of a limited term appointment not to exceed 120 days.

In June 2022, ODI welcomed a new Director, Sessa Joi Moon, PhD and its Acting Director, Enumale Agada, Esq, transitioned to Senior Advisor. In August 2022, Katrina Oshima and Diego Zambrano were promoted to Senior Professional Staff Members, and Rachel Dubin was promoted to Senior Research and Data Analyst. During this same month, the office selected Marina Sangit and David Zou as Junior Professional Staff Members, as well as Fariha Khalid as the Junior Research and Data Analyst. In September 2022, ODI welcomed its inaugural Diversity and Inclusion Fellows, Deja Petty and Eynat Amir, and to accommodate the growing team, the office established physical footprints in the Longworth and O'Neill House Office Buildings.



*Photo Line with the 117th Congress
Speaker of the House Nancy Pelosi*



ODI Strategic Planning Retreat

CANDIDATE SERVICES

OVERVIEW

The candidate services offering is designed to help ensure that House Offices have access to the broadest possible pool of talent necessary to meet the nation's growing challenges, while reflecting the rapidly changing demographics of the American people. ODI currently maintains a team of 4 Professional Staff Members who are dedicated to creating a pipeline of diverse talent to help connect candidates to career opportunities in Congress across all House Offices, to include Leadership, Member, Committee, and Support Offices.

"THE FACT IS CONGRESS DOESN'T REFLECT AMERICAN COMMUNITIES. THE OFFICE OF DIVERSITY AND INCLUSION - ALONG WITH ITS DILIGENT STAFF - HAVE TAKEN THE WHEEL AND BUILT AN OPERATION FROM SCRATCH, RESULTING IN THE HIRING OF NUMEROUS QUALIFIED DIVERSE CANDIDATES GETTING THEIR SHOT AT WORKING ON CAPITOL HILL. I AM PROUD TO WORK ALONGSIDE ODI IN THEIR MISSION TO ENSURE EVERYONE HAS A SEAT AT THE POLITICAL TABLE."

"MY EXPERIENCE WORKING WITH THE OFFICE OF DIVERSITY AND INCLUSION HAS BEEN INCREDIBLE.

THEY HAVE MENTORED ME, HELPED ME REVIEW MY RESUME, HELPED ME NETWORK WITH OTHER PEOPLE ON THE HILL, AND HAVE GIVEN ME A WONDERFUL COMMUNITY TO REACH PEOPLE AND TO KNOW PEOPLE LIKE MYSELF."

"THE OFFICE OF DIVERSITY AND INCLUSION HELPED ME TO FEEL CONFIDENT IN MY JOB SEARCH. THE HILL HAS A STRICT FORMATTING FOR RESUMES AND THERE ARE CERTAIN KEY TRICKS TO INTERVIEWS AND THE OFFICE IS HELPING ME TO BE ON THE SAME PLAYING FIELD AS OTHER APPLICANTS."

"THE TEAM TOOK THE TIME TO LEARN ABOUT MY BACKGROUND AND EXPLAIN WHAT RESOURCES ARE OFFERED BY THE OFFICE OF DIVERSITY AND INCLUSION. THEY OFFERED INCREDIBLY USEFUL AND PERSONALIZED ADVICE AND THEIR SUGGESTIONS WERE BASED IN EVIDENCE ABOUT THE HIRING PROCESS, WHICH MADE IT FAR EASIER TO UNDERSTAND AND HELPED ME FEEL EMPOWERED TO MAKE MY OWN EDITS. MANY TIMES, THE HIRING PROCESS FEELS AS THOUGH IT HAS OBSCURE AND UNWRITTEN RULES THAT ARE ONLY ACCESSIBLE TO PEOPLE IN THE KNOW, BUT THE TEAM HELPED TO DEMYSTIFY THE CRITERIA."

ODI Candidate Testimonials

RESULTS

ODI conducts consultations with candidates to help ready jobseekers for potential career opportunities. Over the course of the year, ODI assisted over 1,020 candidates through intake meetings with resume reviews and conducted over 180 mock interviews. Additionally, the office consulted with House Offices over 500 times and shared over 1,912 resumes with hiring managers for consideration – with over 465 jobseekers successfully landing career opportunities in Congress after receiving candidate services since the office's inception.

In addition to providing referrals to House Offices based on pre-vetted candidates via traditional talent pipelines, such as the House, Democratic, and Republican Resume Banks, ODI leveraged more emergent tools to identify pre-qualified candidates. More specifically, in an effort to further expand the House's network of pre-vetted and/or pre-qualified candidates, the office recently led a soft launch of the USHR LinkedIn Recruiter Pilot Program. This pilot program is designed to enable House Offices to leverage the leading talent solutions platform across the global workforce. Currently, the USHR page consists of over 136K followers and nearly 10K employees, which translates into a reach across more than 2.5M potential candidates. This will help to break down the historically siloed hiring process for candidates – especially for jobseekers from historically underserved and/or underrepresented populations.



Strategic Recruitment and Outreach Event with the Office of Congressman Scott Peters at Mesa Community College



Strategic Recruitment and Outreach Event with Congresswoman Jenniffer González-Colon at the LULAC National Convention and Exposition



Congressional Hispanic Caucus Institute Leadership Conference



Democratic District Fly-In

LOOKING AHEAD

As the office prepares for the full launch of the USHR LinkedIn Recruiter Pilot Program, ODI is committed to accomplishing its mission by continuing to leverage strategic partnerships, pathways, and pipelines to help identify diverse talent. For example, the office will continue to tap the entirety of the House community to help identify candidates, to include both internal and external stakeholders, such as but not limited to the Asian Pacific American Institute for Congressional Studies (APAICS), College to Congress (C2C), Congressional Black Caucus Foundation (CBCF), Congressional Hispanic Caucus Institute (CHCI), Congressional Hispanic Leadership Institute (CHLI), and Running Start. As the office prepares for the next congressional session, it continues to value the importance of working with these organizations to help recruit candidates who, without the financial support provided through their programs, might not otherwise have access to pursue careers in Congress.

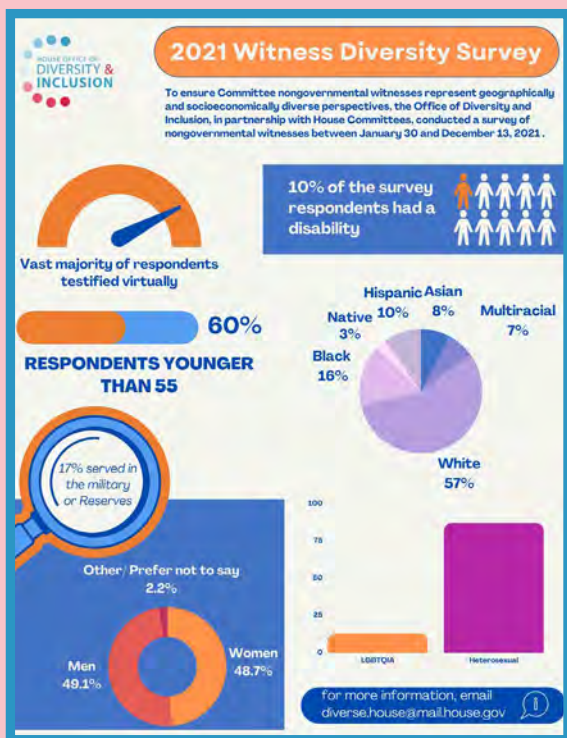
Additionally, ODI plans to continue its current campaign to bring Congress to communities by leveraging a bidirectional recruitment and outreach strategy to connect with candidates both in the District and across districts. More specifically, the office will continue to lean into in-person engagements and exhibitions with postsecondary and professional entities across an expansive geographic footprint to help attract the nation's best and brightest to Capitol Hill – with a particular focus on marginally-serving institutions and marginally-serving organizations (MSI/MSO).

RESEARCH AND DATA ANALYTICS

OVERVIEW

ODI's research and data analytics offering is designed to examine and educate on the state of representation across the House workforce. ODI currently maintains a team of 2 Research and Data Analysts who help to manage a portfolio consisting of a set of enterprise-wide studies, to include the House Witness Diversity Study, House Compensation and Diversity Study, and House DEIA Barrier Analysis Study.

ODI captures its findings from each of these studies on the office's website. In addition to executive summaries for each analysis, the website includes the ODI DEIA Dashboard, which provides the demographic composition of the House workforce, to include data points on but not limited to race, ethnicity, gender identity, sexual orientation, religious identity, disability status, military status, age, caregiving responsibilities, and educational attainment. Additionally, it captures measurements on employee perceptions as it relates to satisfaction with compensation, benefits, job characteristics, and career mobility. The dashboard also provides a visual representation of the House workforce in comparison with similar positions in competing labor forces across both public and private sectors.



HOUSE WITNESS DIVERSITY STUDY

The House Witness Diversity Study builds on the Congressional Tri-Caucus' prior examination of witness diversity. It is a voluntary annual survey-driven study that examines data on the demographic composition of non-governmental witnesses who testify before House Committees – along with their experiences of testifying. A semi-annual update is delivered to the Committee on House Administration (CHA), and an annual report is provided to key stakeholders across the House community, while an executive summary is made available to the public via the office's website. This section summarizes data from this year's semi-annual update, as the annual report is scheduled for completion in January 2023.

Between January and June 2022, a total of approximately 1,209 non-governmental witnesses testified before House Committees. Of those, 292 responded to the survey to yield an overall response rate of nearly 24% – ranging from 0% to 100% by Committee.¹ The survey found that around 62% of respondents testified virtually, and 38% testified in-person with the majority of respondents testifying before hearings in Washington, D.C.² Additionally, 73% of respondents testified before subcommittees. Approximately 60% of respondents did not incur expenses because they testified virtually, while 17% did not incur expenses because they lived close to the hearing location. For nearly 13% of respondents, expenses were paid by third-party organizations, whereas 9% paid their own expenses.

About 62% of respondents identified as White, 14% as Black or African American, 7% as Asian, 6% as More Than One Race, 5% as Hispanic, Latino, or Spanish Origin³, 5% as American Indian or Alaska Native, and 1% as Native Hawaiian or Pacific Islander. Around 46% identified as women, 52% as men, 1% as transgender, and less than 1% as non-binary. About 61% of respondents were younger than 55 years of age. The survey also found that about 87% of respondents identified as heterosexual or straight, 12% were current or former military members, and 10% had a disability. The majority of respondents came from 44 states, and/or Washington, DC and U.S. territories and 19 Native American Tribal Nations.

ODI sent a follow-up survey to House Committees to explore whether they intend to provide a permanent virtual hearing option to witnesses and of respondents, approximately 67% stated that they intend to maintain a virtual option, whereas 28% had not yet decided.

¹ All percentages are rounded to whole numbers.

² The current iteration of the survey does not inquire as to whether respondents testified virtually due to the pandemic, personal preferences, and/or personal reasons (e.g., caregiving responsibilities, work obligations, limited leave availability, socioeconomic barriers, etc). However, ODI is considering the addition of questions to further investigate witness selection for virtual versus in-person testimony as part of its survey in the 118th Congress.

³ Approximately 5% of respondents identified being of Hispanic, Latino, or Spanish origin when asked specifically; however, 2% identified as such when asked about racial or ethnic identification.

HOUSE COMPENSATION AND DIVERSITY STUDY

The House Compensation and Diversity Study is a voluntary biennial survey-driven study of the compensation, benefits, and demographic composition of the House workforce. The study is conducted every two years in odd-numbered years, and its first two iterations were conducted by ICF, an external consulting firm. The next iteration of the analysis is scheduled for 2023.

The results of the study are made available to the public via the ODI DEIA Dashboard on the office's website and demonstrates the demographic profile of the House workforce. The dashboard also provides data on compensation, benefits, and employees' perceptions and compares the House workforce with external benchmarks. In this section, trend-level data is presented from 2019 and 2021.

In 2019, the survey was sent out to 10,356 employees with a total of 5,290 completions – yielding a response rate of approximately 51.1%. In 2021, 10,955 employees received the survey, and it was completed by 5,777 employees for a response rate of about 52.5%.

When comparing results from 2019 and 2021, there is an observable increase in diversity among the overall House workforce. For example, the composition of Black or African American employees increased by around 0.7%. Similarly, employees identifying as Hispanic, Latino, or Spanish Origin increased by approximately 1.3%. Employees identifying as non-binary grew by 0.4%, and those under 33 years of age increased by 2.7%. Additionally, ODI began capturing data on disability status in 2021, and around 9.2% of employees identified as individuals with a disability.

2019 AND 2021 COMPARISON OF DEMOGRAPHIC COMPOSITION OF THE HOUSE WORKFORCE

Demographic Composition	2019	2021	% Change
Race			
Hispanic, Latino, or Spanish Origin	12.2%	13.5%	+1.3%
White	69.5%	69.3%	-0.2%
Black or African American	14.5%	15.2%	+0.7%
Asian or Asian American	6.7%	5.4%	-1.3%
Native Hawaiian or Other Pacific Islander	0.9%	0.6%	-0.3%
American Indian or Alaska Native	-	0.7%	-
Middle Eastern or North African	1.6%	0.6%	-1.0%
More Than One Race	-	5.8%	-
Other	4.0%	2.0%	-2.0%
Gender Identity			
Women	54.3%	55.8%	+1.5%
Men	43.1%	43.7%	+0.6%
Non-Binary	0.1%	0.5%	+0.4%
Transgender	0.0%	0.2%	+0.2%
Other	-	0.1%	-
Sexual Orientation			
Heterosexual or Straight	83.3%	88.2%	-0.1%
Military Status			
Current or Past Service	8.6%	7.3%	-1.3%
Disability Status			
Individuals with Disabilities	-	9.2%	-
Age			
Under the Age of 33	53.3%	56.0%	+2.7%

Note: The differences between 2019 and 2021 are included for reporting purposes only and have not been tested for statistical significance.

While great strides have been made to diversify the House workforce, such as increasing the overall representation of people of color in top staff positions from approximately 13.7% to 18% between 2018 and 2022, data shows that several historically underserved and/or underrepresented populations have yet to achieve parity with their representation within the U.S. population – to include people of color at approximately 40%.¹

ODI witnessed an observable difference in the demographics of the House workforce by job levels between 2019 and 2021. White employees in senior-level positions increased from 66.2% to 73.9%, whereas Black or African American employees decreased from 16.0% to 13.0% in similar positions. The data also reflects an increase in employees identifying as Hispanic, Latino, or Spanish Origin at junior-level positions from 7.7% to 16.9%. However, their percentages remained similar at mid-level and senior-level positions in both years.

2019 AND 2021 COMPARISON OF HOUSE WORKFORCE BY RACE AND JOB LEVEL

Percentage of House Employees by Race or Ethnicity and Job Level (2019)						
	Junior-Level		Mid-Level		Senior-Level	
	Count	%	Count	%	Count	%
White	330	74.3%	2,121	66.2%	323	66.2%
Black or African American	52	11.7%	585	18.2%	78	16.0%
American Indian or Alaska Native	5	1.1%	15	0.5%	3	0.6%
Asian or Asian American	16	3.6%	159	5.0%	35	7.2%
Middle Eastern or North African	3	0.7%	21	0.7%	2	0.4%
Native Hawaiian or Other Pacific Islander	3	0.7%	15	0.5%	1	0.2%
Other	10	2.3%	104	3.2%	10	2.0%
More Than One Race	25	5.6%	186	5.8%	36	7.4%
Not Hispanic or Latino	274	92.3%	2,762	87.5%	409	88.5%
Hispanic, Latino, or Spanish Origin	23	7.7%	395	12.5%	53	11.5%
Note: The differences between 2019 and 2021 are included for reporting purposes only and have not been tested for statistical significance.						
Percentage of House Employees by Race or Ethnicity and Job Level (2021)						
	Junior-Level		Mid-Level		Senior-Level	
	Count	%	Count	%	Count	%
White	805	72.5%	2,321	67.3%	442	73.9%
Black or African American	119	10.7%	588	17.0%	78	13.0%
American Indian or Alaska Native	6	0.5%	25	.7%	4	0.7%
Asian or Asian American	68	6.1%	180	5.2%	33	5.5%
Middle Eastern or North African	13	1.2%	34	1.0%	5	0.8%
Native Hawaiian or Other Pacific Islander	9	0.8%	17	.5%	3	0.5%
Other	14	1.3%	76	2.2%	15	2.5%
More Than One Race	76	6.8%	209	6.1%	18	3.0%
Not Hispanic or Latino	950	83.1%	3,091	87.2%	536	88.3%
Hispanic, Latino, or Spanish Origin	193	16.9%	453	12.8%	71	11.7%
Note: The differences between 2019 and 2021 are included for reporting purposes only and have not been tested for statistical significance.						

¹ Joint Center for Political and Economic Studies. "Racial Diversity Among Top Staff in the U.S. House of Representatives." October 6, 2022. <https://jointcenter.org/racial-diversity-among-top-staff-in-the-u-s-house-of-representatives/>.

HOUSE DEIA BARRIER ANALYSIS STUDY

The House DEIA Barrier Analysis Study is a voluntary biennial focus group-driven study of employee perceptions about extant barriers in the House as a workplace. The study is conducted every two years in even-numbered years. The findings are presented to key stakeholders across the House community and an executive summary is made available to the public via the office's website. The study was established in 2020 and both iterations have been administered by ICF. In this section, findings from this year's analysis are presented.

From the House workforce, 96 employees participated in 20 confidential virtual focus groups, and an additional 16 employees provided insights via email. The focus groups were broken down by various demographic identities and followed a pair of protocols – one for early to mid-level employees and the other for senior-level employees. The study found that DEIA values and practices varied across House Offices, with employees expressing an increased need for DEIA resources and that lower representation among employees from historically underrepresented populations persists in senior-level positions. The study also provided recommendations to help encourage a more inclusive culture, offer greater DEIA-related resources and best practices, monitor progress towards DEIA goals, increase access to mentorship and internship opportunities, streamline hiring processes, and support current efforts to eliminate workforce barriers for all House employees.

To complement the qualitative analysis, ICF conducted a quantitative analysis using data from the 2021 House Compensation and Diversity Study, which compared the demographic profile of the House workforce with external benchmarks. The results showed that Black or African American employees were underrepresented at 15.2% when compared to the Federal Workforce (FEDWF) at 18.3%, but not when compared to the Civilian Labor Force (CLF) at 12.6% and Bureau of Labor Statistics (BLS) at 11.6%. Hispanic, Latino, or Spanish-Origin employees were underrepresented at 13.5% relative to the CLF at 18.0% and BLS at 14.5%; however, their representation was better than the FEDWF at 9.5%. The proportion of employees with disabilities at 9.2% was below the Equal Employment Opportunity Commission's (EEOC) recommended target at 12%.

2021 COMPARISON OF HOUSE WORKFORCE WITH BENCHMARKS

	USHR	Federal Workforce	Civilian Labor Force	Bureau of Labor Statistics	Census Bureau
Black or African American	15.2%	18.3%	12.6%	11.6%	13.6%*
Asian or Asian American	5.4%	6.3%	6.4%	4.6%	6.1%*
Hispanic, Latino, or Spanish Origin	13.5%	9.5%	18%	14.5%	18.9%*
Women	55.8%	44.1%	47.0%	62.9%	50.5%*
Individuals with Disabilities**	9.2%	-	3.9%	-	6.2%

*Note: These data points were added from the [U.S. Census Bureau QuickFacts](#) and were not included in the 2021 House Compensation and Diversity Study.

**These data points were benchmarked against the U.S. Equal Employment Opportunity Commission's recommendation of 12%.

LOOKING AHEAD

As ODI prepares for the 118th Congress, the office plans to update the methodology for the House Witness Diversity Study, to include revisions to the survey protocol based on lessons learned from past iterations. These revisions will include questions about witness type, testimony type, prior testimony, disability status, geographic location, citizenship status, and expanded categories for race and ethnicity.

ODI plans to recompet the contract for the House Compensation and Diversity Study to ensure that next year's analysis remains current with recent changes in the compensatory and demographic landscape in Congress. For example, the next iteration of the study will address increases in the Member's Representational Allowance (MRA), pay orders to increase salary floors and caps, funding for paid internships and student loan repayment, unionization among House Offices, post-pandemic workplace flexibilities, and the recently launched demographic data collection via MyPayLinks. The recompeted contract will also include an option for the selected consulting firm to conduct the next iteration of the House DEIA Barrier Analysis Study in 2024.

Additionally, as the office continues its effort to leverage strategic partnerships, pathways, and pipelines to identify diverse talent, the research and data analytics offering will expand its portfolio to include the publication of a directory with points of contact at MSI/MSOs – beginning with entities located within the National Capital Region. Also, as part of the USHR LinkedIn Recruiter Pilot Program, the office will collect data to assess the effectiveness and efficiency of the program, platform, and process, as well as applicant flow data, engagement data, and voluntary data on applicant demographics.

TRAINING

OVERVIEW

The training offering is designed to provide professional and/or leadership development opportunities to the House workforce on DEIA-related topics. ODI currently offers a set of sessions at the office level, to include DEIB in the Workplace, Bringing Yourself to Work, and Implicit Bias in the Workplace.

DEIB in the Workplace is a one-and-a-half-hour introductory session with interactive activities that focus on defining DEIB and how it is fostered in the workplace. Bringing Yourself To Work, which is also a 90-minute session, focuses on the idea of “bringing your best self to work” and how it helps to drive performance and productivity. Similar to the other trainings, this session includes interactive activities, such as investigating “unwritten rules” and exploring hypothetical office scenarios. Additionally, the office offers a session on Implicit Bias in the Workplace, which is also an interactive session that lasts one and a half hours in duration and focuses on defining implicit bias, exploring how it might show up in the workplace, and offers tools and techniques to combat it.

ACCOMPLISHMENTS

In 2022, ODI facilitated 10 training sessions with House Offices, to include Member, Committee, and Support Offices – with Implicit Bias in the Workplace being the most requested topic. At the conclusion of each training session, the office conducts an evaluative survey, and approximately 94% of responding participants rated their overall experience as “Excellent” or “Good.” Additionally, 100% of respondents said that the information provided during the training session was immediately useful and that they would like to learn more about the topic. In rating how likely they were to recommend the training session to a colleague on a scale of 1 to 10, about 78% responded with 9 or 10 – with 94% responding with 7 or above.

LOOKING AHEAD

As the need for greater resources that help to provide a 360° view of DEIA continues to emerge across the House workforce, as evidenced by the most recent findings from the 2022 House DEIA Barrier Analysis Study, ODI recognizes the need to further grow its bench strength in order to expand its training capability, to include office and individual-level learning opportunities for both employees and supervisors. Additionally, as the office expands its capacity to offer both pre-recorded and facilitated sessions, it also understands that there is an opportunity to develop a DEIA-focused curriculum for the entire House workforce via Cornerstone through the Congressional Staff Academy (CSA) within the Office of the Chief Administrative Officer (CAO). Additionally, as ODI continues to participate in the Task Force on a Diverse and Talented Workforce, the office plans to create a library of resources, such as guides on evidence-based DEIA best practices.

DEIA BEST PRACTICES

FROM THE 117TH CONGRESS

- Utilize inclusive hiring practices, such as diverse interview panels and standardized interview protocols.
- Leverage Congressional Staff Associations (CSA) and MSI/MSOs, such as Historically Black Colleges and Universities (HBCU) and Hispanic-Serving Institutions (HSI), as well as as well as APAICS, CBCF, CHCI, and CHLI – while ensuring not to overlook community colleges and pipelines programs for historically underserved and/or underrepresented populations at Predominately White Institutions (PWI).
- Leverage paid internships not to exceed 120 days as a pathway to full-time employment among diverse talent, which can compensate up to \$3,200 per month as part of \$35,000 in annual funding per House Office.
- Offer workplace flexibilities and inclusive benefits, such as but not limited to hybrid work schedules, parking or transit subsidies, and up to \$833 per month in student loan repayment.
- Use the recent 21% increase in MRA funding to ensure compliance with the most recent pay order, which increased the salary floor for USHR full-time employees to \$45,000 and the salary cap to \$203,700.
- Encourage both internal and external professional and/or leadership development opportunities to help advance DEIA, to include mentorship programs and training sessions through ODI, as well as other Support Offices, such as CSA, Office of Employee Advocacy (OEA), Office of House Employment Counsel (OHEC), and Office of Workplace Rights (OWR).
- Create an inclusive environment that advances DEIA through best practices such as celebrating special observances, inviting preferred pronouns, sharing mental health resources, offering translated materials for speakers of other languages, and providing reasonable and/or religious accommodations as necessary.
- Ensure that must-have qualifications for vacancy announcements are truly must-haves to ensure that they do not present barriers to career opportunities – especially among candidates from historically underserved and/or underrepresented populations.
- Avoid marginalizing an employee's work assignments by only tapping their experience and/or expertise in areas related to their dimension of diversity.

PROGRAMMING

OVERVIEW

The programming offering is designed to advance DEIA by acknowledging and amplifying special observances and resources for House employees. As it relates to special observances, throughout the year, ODI hosts events to commemorate heritage and awareness days, weeks, and/or months, such as but not limited to Black History Month, Women's History Month, Asian American and Pacific Islander (AAPI) Heritage Month, LGBT Pride Month, Hispanic Heritage Month, National Disability Employment Awareness Month, and Veterans Day. Additionally, the office partners across the House community to host events that are designed to share available resources for employees, to include collaborations with but not limited to CSAs, OWR, OEA, and OHEC.



White House Initiative on HBCUs Scholars Reception on Capitol Hill

INTERNAL PROGRAMS

ODI hosts internal events, which help to promote the office and its service offerings, such as mock interview and resume review workshops. Throughout this past year, the office hosted a total of 23 internal events with approximately 3,000 registered participants. These events included a collaboration with the White House Initiative on HBCUs to host the inaugural HBCU Scholars Reception on Capitol Hill as part of the National HBCU Week Conference. Additionally, ODI maintains a set of recurring events that are specifically geared towards the House workforce, such as ODI Headshot Happy Hour, ODI Open House, and ODI Fireside Chat.

EXTERNAL PROGRAMS

In addition to internal events, ODI collaborates with external entities to support its efforts to leverage strategic partnerships, pathways, and pipelines to identify diverse talent. This year, the office collaborated with over 80 colleges and universities, to include 23 educational programs and 40 postsecondary presentations with community colleges, HBCUs, and HSIs to help orient potential candidates on available careers in Congress, to include positions across various office types, staffing levels, occupational series, and disciplinary areas. Additionally, the office conducted 42 virtual convenings and/or panel discussions in collaboration with organizations such as but not limited to APAICS, C2C, CBCF, CHCI, CHLI, National Association of Latino Elected Officials (NALEO), and Running Start.

ODI was also invited to serve as a subject matter expert as part of the Joint Center for Political and Economic Studies' 2022 Future of Black Communities Summit – with the ODI director being invited to discuss the state of diversity on Capitol Hill alongside the Senate Democratic Diversity Initiative and the White House Presidential Personnel Office, which was moderated by CNN and streamed on C-SPAN. Additionally, the ODI Director and Deputy Director were invited to serve as panelists during the League of United Latin American Citizens (LULAC) National Convention and Exposition. These panels included discussions on the intersectionality of transphobia, homophobia, and anti-blackness within the Latin community, as well as how to increase public participation through civic engagement.



*Joint Center for Political and Economic
Studies Future of Black Communities Summit*



*Society of Human Resource
Management INCLUSION 2022*



LULAC National Convention and Exposition

LOOKING AHEAD

ODI plans to leverage programming to help drive its campaign to bring Congress to communities through a more bidirectional recruitment and outreach strategy. For example, ODI recently returned from a recruitment and outreach effort in Puerto Rico as part of LULAC's National Convention and Exposition where the office collaborated with Congresswoman Jenniffer González-Colon – followed by the office's latest engagement in San Diego in collaboration with the Office of Congressman Scott Peters at Mesa Community College as part of the Society of Human Resource Management's (SHRM) INCLUSION 2022. During this outreach trip, ODI's director was asked to serve as a keynote speaker on DEIA best practices across the Federal Government. In the new year, the office endeavors to remain a thought leader on emergent topics across the field of DEIA.

In support of this goal, as the office looks ahead to the 118th Congress, ODI has prepared a robust strategic recruitment and outreach calendar to ensure both a physical and virtual footprint at career fairs among a wide range of postsecondary and professional organizations – most immediately to include convenings by the Conservative Political Action Conference and the Capital Pride Festival. Additionally, during these outreach trips, the office will work to host collaborative programs with House Offices within their districts.

OTHER SERVICE OFFERINGS

COMMUNICATIONS MANAGEMENT

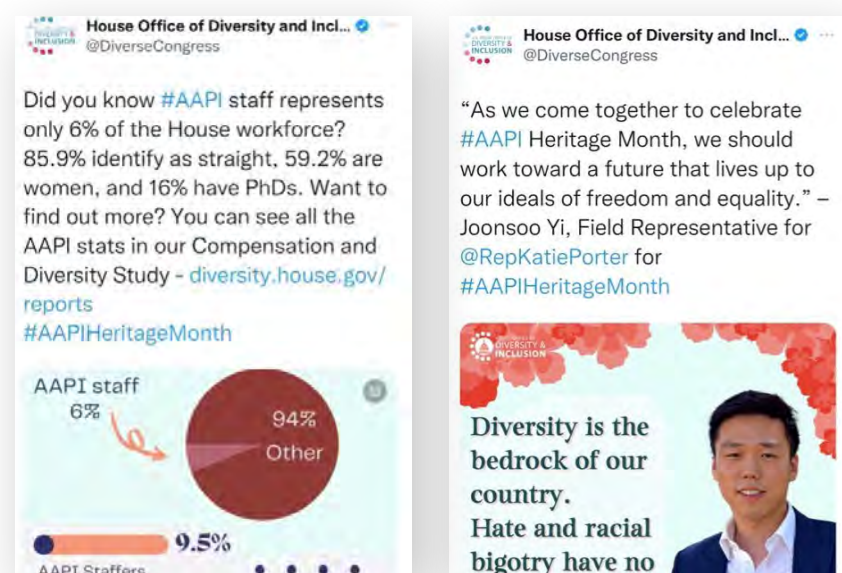
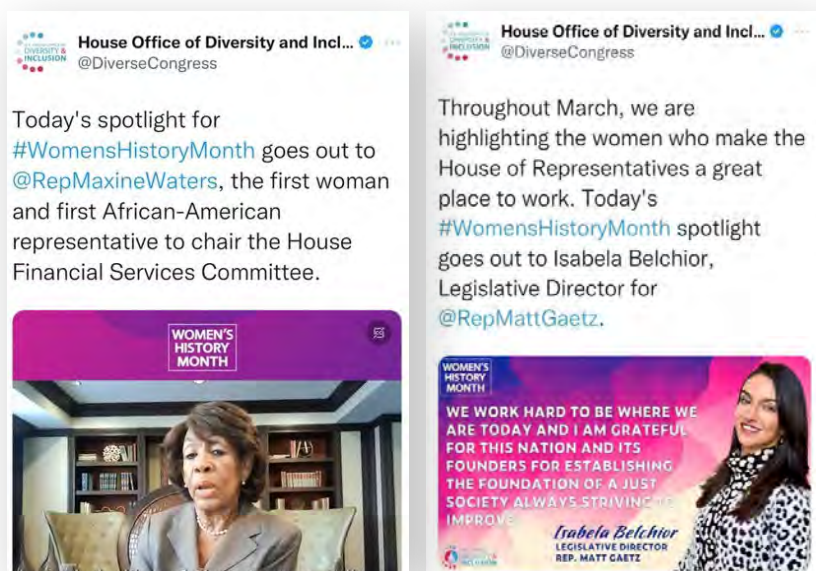
ODI understands that in order to fulfill its overarching goal of “putting the people in the people’s house,” it must meet the American people where they are – both in-person and online. In addition to its website and weekly newsletter, which maintains over 3,200 subscribers, ODI currently uses a suite of social media platforms to communicate with the House community, to include Facebook, Instagram, Twitter and LinkedIn – totaling approximately 142,670 followers. Additionally, the office manages the USHR LinkedIn Recruiter Pilot Program, which includes oversight of a page consisting of over 136K followers and nearly 10K employees with a reach across approximately 2.5M potential candidates. Over the course of the year, ODI leveraged these platforms to conduct a series of social media campaigns in celebration of special observances or as part of open calls for candidates, to include Black History Month, Women’s History Month, Asian American and Pacific Islander Heritage Month, Hispanic Heritage Month, and “Careers in Congress.” This section provides a breakdown of the campaigns, as well as the analytics.

SOCIAL MEDIA CAMPAIGNS

The Black History Month social media campaign consisted of 10 digitized graphics spotlighting notable figures throughout history and highlighting House employees from Black or African American descent. On Facebook, the campaign garnered over 2.6K impressions and 107 engagements, including but not limited to reactions, shares, and link clicks. On Instagram, it received a total of 224 likes. On Twitter, it received around 9K impressions and 317 engagements, totaling an engagement rate of approximately 3.9%. On LinkedIn, it received over 11.9K impressions.



During Women's History Month, ODI featured videos of 8 Members and highlighted 14 House employees. On Facebook, the campaign received over 2.3K impressions and 94 engagements. On Instagram, the videos garnered 675 content interactions and over 41.5K views. On Twitter, it received more than 18K impressions and 672 engagements, resulting in an engagement rate of approximately 3.8%. On LinkedIn, it received about 10.6K impressions and 455 engagements.



The AAPI Heritage Month social media campaign included highlights of employees of AAPI descent, information about AAPI statistics based on the 2021 House Compensation and Diversity Study, and details about AAPI-related events. On Facebook, the campaign garnered 1.5K impressions and 133 engagements. On Instagram, it received 210 likes in total and over 1K video views. On Twitter, it received over 6K impressions and over 296 engagements – resulting in an engagement rate of approximately 6%. On LinkedIn, it received approximately 7.3K impressions.

The campaign to celebrate Hispanic Heritage Month consisted of a combination of 10 social media graphics highlighting Hispanic employees in senior-level positions and promoting the office's virtual roundtable, which featured representatives from CHCI, CHLI, LULAC, and NALEO – with opening remarks by Congressman Pete Aguilar. On Facebook, the campaign garnered over 1.3K impressions and 480 engagements. On Instagram, it reached 1,806 accounts with more than 420 unique accounts engaged and 936 total interactions. On Twitter, it surpassed 18.4K impressions and over 650 engagements – resulting in an engagement rate of approximately 4.9%. On LinkedIn, it received about 4.3K impressions.



In preparation for the 118th Congress, the office launched a campaign called “Careers in Congress”, which consisted of paid promotions on LinkedIn to help amplify a targeted open call for resumes for the next congressional session, as well as a series of organic weekly resume open calls on Facebook, Instagram, and Twitter. Overall, the campaign helped to garner over 230 unique resumes for consideration by House Offices.

On LinkedIn, the campaign resulted in over 55.6K impressions and 510 clicks – for an average click through rate of 1.82%, which is well above the industry standard at 0.67%. On Facebook, it garnered more than 800 impressions and 69 engagements. On Instagram, it reached over 4.9K accounts with over 285 unique accounts engaged and 425 total interactions. On Twitter, it received over 1.3K impressions and 98 engagements with an engagement rate of approximately 7.5%.



APPENDIX A. ORGANIZATIONAL STRUCTURE



APPENDIX B. LIST OF POSTSECONDARY STAKEHOLDERS

Alabama State University	Morehouse College
Albany State University	Morgan State University
Alcorn State University	Morris Brown College
Allen University	Norfolk State University
American University	North Carolina A&T University
Benedict College	North Carolina Central University
Bennett College	Old Dominion University
Berkeley University	Pennsylvania State University
Bethune-Cookman University	Philander Smith College
Bowie State University	Prairie View A&M University
Cheyney University	Rust College
Cisneros Leadership Institute	Savannah State University
Clafflin University	Shaw University
Clark Atlanta University	Southern University
Clinton College	Southern University Law Center
Coahoma Community College	Southwestern Adventist University
Coppin State University	Spelman College
Delaware State University	St. Phillips College
Dillard University	Stillman College
Drake State Community & Technical College	Texas Southern University
Edward Waters College	Tuskegee University
Fayetteville State University	University of Florida
Fisk University	University of the Virgin Islands
Florida A&M University	University of Maryland Eastern Shore
Florida International University	Vanderbilt University
Florida Memorial University	Virginia Commonwealth University
Fort Valley State University	Virginia State University
George Mason University	Virginia Union University
George Washington University	West Virginia State University
Georgetown University	Xavier University
Hampton University	
Harris-Stowe State University	
Hinds Community College	
Howard University	
Hutson-Tillotson University	
Jackson State University	
Johnson C. Smith University	
Kentucky State University	
Lane College	
Langston University	
LeMoyne Owen College	
Lincoln University of Missouri	
Lincoln University of Pennsylvania	
Mesa College	
Mississippi Valley State University	

APPENDIX C. PRESS HIGHLIGHTS

Chris Cioffi. "Senate Needs its Own Diversity and Inclusion Office, Advocates Say." Roll Call. July 28, 2022. <https://rollcall.com/2022/07/28/senate-needs-its-own-diversity-and-inclusion-office-advocates-say/>.

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Cheyenne M. Daniels. "New Report Finds House Offices Lack Diversity." The Hill. October 6, 2022. <https://thehill.com/homenews/house/3675459-new-report-finds-house-offices-lack-diversity/>.

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